United Nations ST/IC/2003/17

Secretariat

11 March 2003

Information circular*

To: Members of the staff

From: The Secretary-General

Subject: **Our core values prohibit discrimination and harassment**

1. The purpose of the present circular is to remind all staff that the Organization's core values require respect for the diversity and the dignity of all staff and that all forms of discrimination and harassment are prohibited.

2. This is clearly expressed in the following legal imperatives, which apply to all staff:

Staff regulation 1.2 (a)

> **"Staff members shall uphold and respect the principles set out in the Charter, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them."**

Staff rule 101.2 (d)

> **"Any form of discrimination or harassment, including sexual or gender harassment, as well as physical or verbal abuse at the workplace or in connection with work, is prohibited."**

3. The Organization cannot tolerate discrimination and harassment in any form. Any infraction will be taken very seriously.

4. I expect all managers to take or initiate prompt and appropriate action in collaboration with the Office of Human Resources Management at Headquarters or the local Human Resources office at Offices away from Headquarters whenever an infraction occurs. Depending on the facts of the case, action may take the form of clear and specific guidance to the individuals concerned or other type of managerial action, sensitivity training and awareness raising, and/or disciplinary proceedings.

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* The present circular will be in effect until further notice.

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